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ABSTRACT

This publication begins with a list of suggestions for increasing the retention of male and female students pursuing nontraditional occupations. It then highlights five successful Ohio programs for the retention of these students: (1) Overcoming Sex Bias and Sex Stereotyping in Secondary Vocational Education--Nontraditional Support (Great Oaks Joint Vocational School District JVSD , Cincinnati), a project supporting juniors and seniors enrolled in nontraditional career areas; (2) Support Services for Students in Nontraditional Programs (Mid-East Ohio JVSD, Zanesville), an all-day workshop for nontraditional students, parents, vocational instructors, school counselors, and representatives from community businesses; (3) Support Services for Vocational Students in Nontraditional Programs (Upper Valley JVSD, Piqua), a program designed to encourage students to remain in nontraditional programs by offering them special support services; (4) Community Resource Guide Workshop (Springfield-Clark County JVSD), a workshop to develop a teacher's guide with accessible, useful information about local businesses; and (5) Industrial Touring (Youngstown City Schools), a project to introduce adult education students to career options. The name, address, and telephone number of a contact person for each program are provided. (YLB)

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TIP SHEET: RETENTION OF NONTRADITIONAL STUDENTS

Center for Sex Equity
The Ohio State University
College of Education
Instructional Materials Laboratory

March 1986

U.S. DEPARTMENT OF EDUCATION
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Tip Sheet: Retention of Nontraditional Students

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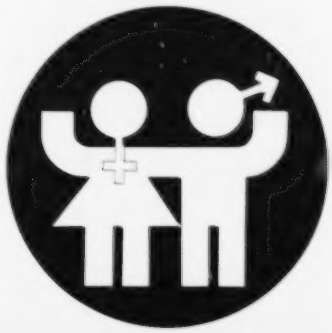
Programs have been developed by many Ohio school districts to prepare and support females and males pursuing nontraditional occupations. To increase the likelihood of a student's success in a nontraditional vocation, it is crucial to offer them support. The following are suggestions for increasing the retention of nontraditional students.

1. **Place several nontraditional students in the same nontraditional program.**
2. **Enforce fair and consistent discipline, dress standards, safety regulations, achievement expectations, and grading procedures for all students.**
3. **Emphasize each student's strengths and encourage students to develop and work toward realistic vocational goals.**
4. **Encourage nontraditional students to stay in their program for at least a few weeks until they have adjusted. Offer continued support and keep the lines of communication open.**
5. **Provide and encourage participation in support groups where nontraditional students can come together, share problems and concerns, and experience solutions.**
6. **Offer shadowing experiences with nontraditional workers in the field where students can gain first-hand experience with a role model.**
7. **Encourage participation in vocationally-related extracurricular activities, such as the vocational student organizations.**

The following summarizes successful programs for the retention of nontraditional students.

GREAT OAKS JVSD: OVERCOMING SEX BIAS AND SEX-STEREOTYPING IN SECONDARY VOCATIONAL EDUCATION (NONTRADITIONAL SUPPORT) This project was developed to support juniors and seniors enrolled in nontraditional career areas at Diamond, Laurel, Live, and Scarlet Oaks. Each month the project manager visits the campus and meets with these students. During group sessions, participants discuss problems and victories associated with their pursuit of nontraditional careers. The project manager offers information and support to the participants and finds mentors for them who are working in related nontraditional jobs. Presently there are thirty-five juniors and seniors participating in the program, three of whom are male. It is hoped that information gathered from working with these girls and boys will help Great Oaks to support future students electing nontraditional career areas. For more information contact Mike Fritz, Center for Employment Resources, Great Oaks Joint Vocational School District, 3254 East Kemper Road, Cincinnati, Ohio 45241 (513-771-8925).



MID-EAST OHIO JVSD: SUPPORT SERVICES FOR STUDENTS IN NON-TRADITIONAL PROGRAMS The Board of Education Committee on Recruitment and Retention will offer an all-day workshop in June 1986 for nontraditional students, parents, vocational instructors, school counselors, and representatives from community businesses. The primary purpose of this workshop is to provide new nontraditional junior students and their parents with information about support services and nontraditional programs available to them. Presentations will be made by graduates of nontraditional programs, adult education instructors, mental health professionals, and local businesses who hire nontraditional students. Specific topics to be addressed include: stress management, labor market supply and demand, and adjustment to a nontraditional vocation. Three meetings, one of which involves the parents, will be held during the following year to evaluate problems and provide support for the nontraditional students. Contact Joan Novak, Muskingham-Perry Career Center, 400 Richards Road, Zanesville, Ohio 43701 (614-455-3021).

UPPER VALLEY JVSD: SUPPORT SERVICES FOR VOCATIONAL STUDENTS IN NONTRADITIONAL PROGRAMS This program was designed to encourage students to remain in their nontraditional programs by offering them special support services. Eighteen eleventh and twelth grade students participating in nontraditional programs are offered crisis, career, and personal counseling to encourage the improvement of self-concept, to improve decision-making skills, and to learn to deal with issues like sexual harassment on the job. Tours are conducted in the community to observe persons participating in nontraditional occupations. Before this project concludes in June 1986, it is hoped that all students will have the opportunity to participate in "hands-on" field training experiences with persons in the community who work in a nontraditional field. For more information contact Karl Wilson, Upper Valley Joint Vocational School, 8811 Career Drive, Piqua, Ohio 45356 (513-778-1980).

SPRINGFIELD-CLARK COUNTY JVSD: COMMUNITY RESOURCE GUIDE WORKSHOP The purpose of this workshop was to develop a Community Resource Guide for each school district in Springfield city and Clark county. Two teachers from each district were taught to build a resource guide using businesses within the boundaries of their district. The guides will provide teachers with accessible, useful information about local businesses. Field trip sites, mentorship sponsors, speakers, businesses employing workers in nontraditional careers, and accessible free materials are identified in the guides. All businesses listed in the guide were contacted personally to ensure willing participation when their services are requested. Interaction between school and community as well as student exposure to traditional and nontraditional role models will be facilitated by the resource guides. For more information contact Ben Davies, Dan McClintick, or Connie Abbott, James A. Rhodes Career Center, 1901 Selma Road, Springfield, Ohio 45505 (513-325-7368).

YOUNGSTOWN CITY SCHOOLS: INDUSTRIAL TOURING Many adults, especially those forced to enter the world of work suddenly, have little knowledge about the career options available to them. The purpose of this project is to introduce approximately sixty adult education students to what actually happens behind the scenes in the world of work. The Industrial Information Institute will assist in arranging tours of various businesses in the Greater Youngstown Area. A one-day workshop will present information on stress management, job search strategies, equal employment opportunities, civil rights, and tips for succeeding in a nontraditional job. Contact William Morvay, Choffin Career Center, 100 East Wood Street, Youngstown, Ohio 44503 (216-743-2187).

The April 1986 Tip Sheet will introduce several nontraditional graduates. They will discuss their successes, opinions, and advice to other students considering nontraditional programs.